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LOGNOTE -- Acting Chief, Operations Group, 20 June 1984

1. (Wilson) As a followup to developments outlined in my 18 June lognote [redacted] PMCD, called this morning concerning the results of today's meeting between PMCD and OGC on the issue of FBN payscale retroactivity and what procedures would be allowed to implement the "bonus" option initially suggested by OGC. According to [redacted] agreement was reached as follows:

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a. OGC will draft a regulation authorizing FBIS to establish retroactive pay adjustments which will cover the administrative procedures necessary to comply with State actions. The draft regulation will be sent to the Office of Legislative Liaison for submission to the House and Senate oversight committees for approval. The process will take approximately one month to complete. OGC maintains that although State can legally set pay adjustment effective dates retroactively, the Agency does not have such authority for the FBN system, which is why congressional approval is required. No problems are anticipated in acquiring committee approval. According to State's Office of FSN Administration, no additional payscale adjustments are anticipated over the next 6 months. This will give us a breathing spell to establish approved policy.

b. Of the four bureaus whose payscale adjustments are pending--Abidjan, Hong Kong, Seoul and Bangkok--OGC has approved our request to have RAMC's compute and disburse the pay increases retroactive to the appropriate effective dates while defining the adjustment as a "bonus" for Agency purposes. PMCD will prepare a memo for the D/OP's signature authorizing the bonus and approving the payscales. This process should take about a week. Upon receipt of the signed memo and payscales, I will provide the bureaus with the necessary information to implement the pay adjustment.

c. In the interim, I will inform Seoul, Hong Kong and Bangkok of the procedures necessary to implement the "bonus" and the warning caveat that this information should not be released to the Embassy, RAMC or non-staff personnel. As far as each bureau is concerned, it will be business as usual in implementing a new payscale.

(cc: D/FBIS, C/AS, C/P&TB)